

**MEMORANDUM**

DATE: April 29, 2009

TO: Department Personnel and Training Officers

FROM: **David A. Gilb**
Director
Office of the Director
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SUBJECT: Statewide Training

Just like today's economic crisis, in 2004, the State faced challenging economic times with severe budget deficits. As a result, it became necessary for Department of Personnel Administration (DPA) to close the State Training Center in January 2005. It was a terribly difficult decision to make.

Since then, departments had to either develop their own training courses to replace those that were eliminated or find outside providers to supply the necessary training. In addition the Department of Technology Services and Resources Agency collaborated to maintain the technology services for the state training website, statetraining.ca.gov, the CA-Trainers e-mail distribution list and the California Network of Learning Professionals (CNLP) secured web portal so trainers could continue to network, share best practices and other resources. I want to personally thank the State Personnel Board and the CNLP for their leadership and support in providing state training services during this time.

The Human Resources Modernization Project (HR Mod) was created to change and renovate civil service to bring it more in line with the current business needs of the State and be more responsive to the changing landscape of today's culture. The HR Mod strategic plan, approved by the Legislature, contemplated the reinvigorate of the learning and workforce development function within the State of California. Therefore, Ms. Jodi Traversaro was appointed as the Deputy Project Director of Learning and Performance Management with responsibility to provide leadership to the statewide training function consistent with DPA's statutory authority.

In this capacity Ms. Traversaro will:

1. Assist departments in their efforts to identify and develop common areas of training through which interdepartmental training may be delivered in a manner that is efficient, effective and economical.
2. Leverage all available economic technologies and lead the State training function using the right blend of technology and information sharing to enhance learning and performance management statewide.

3. Partner with colleges and universities to tailor training and educational programs that work for the State of California workforce, and work with educational institutions to create standardized and specialized occupational training for the state's workforce.
4. Lead the training and performance management function for the State of California by providing guidelines for departments to assist them in training implementation and compliance.
5. Periodically evaluate departmental training programs to assess efficiency and effectiveness and to assure conformance with the State Training Policy provisions, training regulations, and training legislation.

One person can in no way do this alone as learning and performance management is a shared responsibility. All managers and supervisors, State employees, and the DPA must work together in partnership to encourage effective, efficient, economical knowledge sharing which in turn will ensure a more effective workforce. We believe that through a centralized leadership and your cooperation with Ms. Traversaro as the Statewide Learning and Performance Management Officer, the State will have a more targeted, efficient and effective State of California workforce.

Thank you for your continued commitment and support of state training. Please contact Jodi Traversaro should you have any questions at (916) 324-3860 or email to joditraversaro@dpa.ca.gov.